GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

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Gender Gap in Labour Force
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Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether the Government is aware of the huge gap between labour force participation of men and women in the country and if so, the proportion of women labour force in comparison to men in the country as on date;

(b) whether a recent study has also stated that India"s GDP can expand by 27 per cent if the number of women workers increases to the same level as that of men;

(c) if so, the details thereof and the reaction of the Government thereto; and

(d) the corrective steps taken by the Government to narrow the said gap along with the various other programmes specifically initiated for skilling women in the country?

Answer

MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)

(a): Reliable estimates of employment and unemployment are obtained through labour force surveys on employment and unemployment conducted by National Sample Survey Office, Ministry of Statistics and Programme Implementation. Last such survey was conducted during 2011-12. Details of estimated employment and their workforce participation rate for male and female in rural and urban areas on usual status during 2004-05 to 2011-12 are given below:

WPR Male Female Total Male + Female
2004-05 2009-10 2011-12 2004-05 2009-10 2011-12 2004-05 2009-10 2011-12
Rural 54.6 54.7 54.3 32.7 26.1 24.8 43.9 40.8 39.9
Urban 54.9 54.3 54.6 16.6 13.8 14.7 36.5 35.0 35.5
Rural + Urban 54.7 54.6 54.4 28.7 22.8 21.9 42.0 39.2 38.6

Decline in female labour force participation rate during 2004-05 to 2011-12 may be attributed to increase in level of income in rural areas due to increase in real wages, higher level of participation in education, etc.

(b) to (d): Increasing the female labour force participation rate is a global concern and the G-20 countries have targeted to reduce the gender gap in these rates by 25 % by 2025.It has also been estimated by the G-20 group, that if the number of female workers were to increase to the same level as the number of men, Gross Domestic Product (GDP) would expand by 5 percent in the United States, by 9 percent in Japan and by 27 percent in India.
For skilling to provide employment in the country, a new Ministry of Skill Development and Entrepreneurship has been established to coordinate the skill activities across Ministries. In order to improve the employability of youth including women, around 20 Ministries run skill development schemes across 70 sectors.

Government has implemented the National Career Service having a portal (www.ncs.gov.in) for online registration and posting of jobs for job-seekers and provide other employment related services.

Government has also taken measures through schemes such as Ajeevika, Seeko Aur Kamao, National Rural Livelihood Mission, National Urban Livelihood Mission etc. will enhance the skill Potential of rural and urban females and make them employable. Statutory provisions have been made in certain Labour laws for organizing child care centers for the benefit of women workers, The Factories Act, 1948, the Beedi & Cigar Workers (Conditions of Employment) Act, 1966 and the Building and other Construction Workers (Regulation of Employment and conditions of Service) Act, 1996. The Mines CrÃ¨che Rules, 1966 provide for establishment of crÃ¨ches for the benefit of women workers. The Plantation Labour Act, 1951 provides that the women workers be provided time-off for feeding children and Mahatma Gandhi National Rural Employment Guarantee Act, 2005 also provides for child care facilities at worksite.

Ministry of Women & Child Development has been administering Support to Training and Employment Programme for Women (STEP) since 1986-87 as a Ã‡entral Sector Scheme'. The STEP Scheme aims to provide skills that give employability to women and to provide competencies and skill that enable women to become self-employed/ entrepreneurs.

Ministry of Micro, Small and Medium Enterprises is also envisaging economic empowerment of women through trade related training, information and counseling extension activities related to trades, products, services, etc.
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